



Leadership Development Track: Becoming Comfortable Negotiating in International Organizations

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May 16, 2009



2009

Global Summit of Women
Santiago, Chile

The Role of Culture: Challenges Women Face

- ❑ Cultural differences – the way disagreements are expressed, the propensity to enjoy negotiating
- ❑ Styles of negotiation and conversation vary substantially
- ❑ Complex organizational, home, and client cultures
- ❑ Dealing with internal and external clients
- ❑ Internal organizational challenges – women work harder



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Becoming More Effective

- ❑ Be Yourself
- ❑ Preparation
- ❑ Develop the relationship before you negotiate
- ❑ Network and observe other successful women
- ❑ Learn how to play politics of the organization
- ❑ When tension escalates stay calm and stay within your position





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Becoming More Effective

- ❑ Ability to see the whole situation and know boundaries
- ❑ Perseverance – willingness to continue the conversation
- ❑ Focus on long term relations vs immediate transaction
- ❑ Negotiate for yourself as if negotiating for others
- ❑ Take into account other parties' bias
- ❑ Lighten-up and use humor

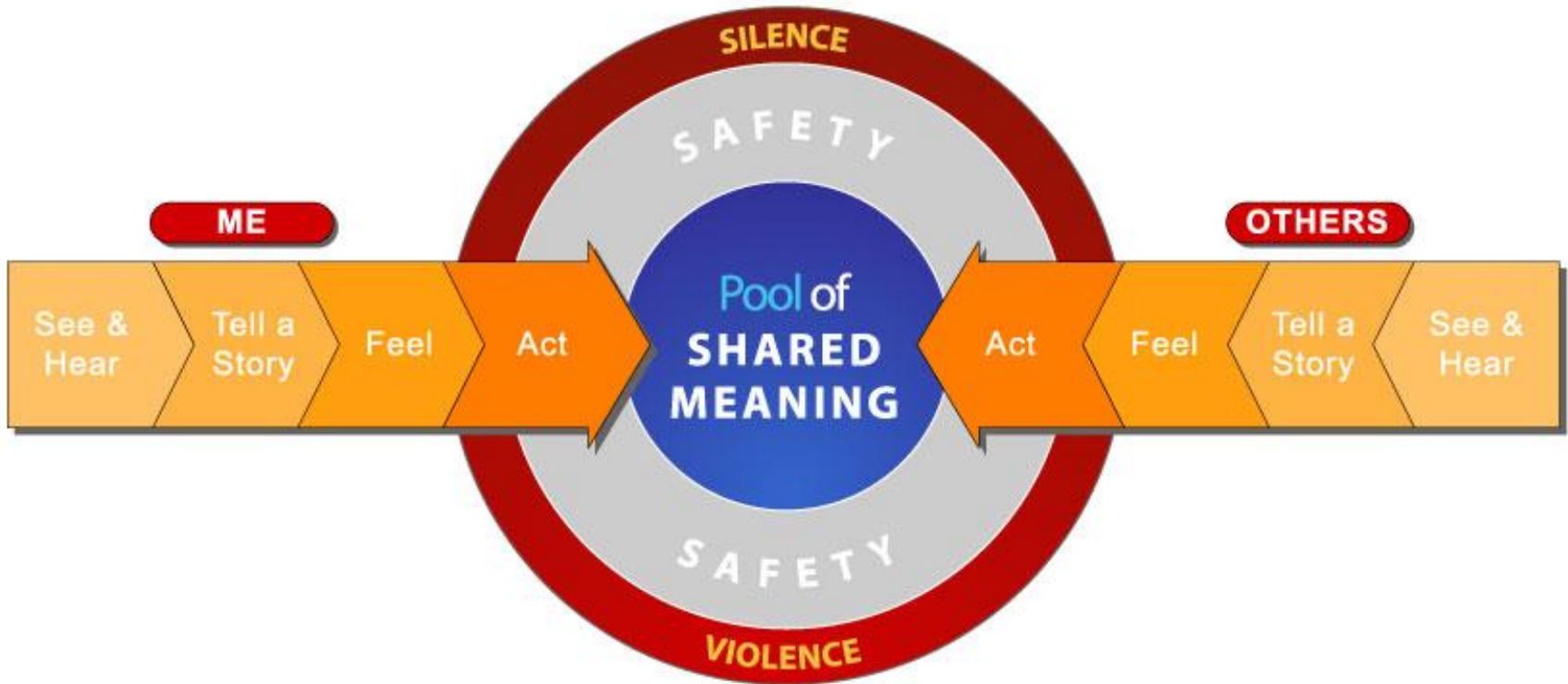




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Crucial Conversations Model



VitalSmarts™



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Candor

Make It Safe

People never become defensive about what you're saying (the content).

People become defensive because of why they think you're saying it (your intent).





Make It Safe

The Solution

You can't be too honest. If you learn how to make it safe, you can talk to almost anyone about almost anything.





Conditions of Safety

**Mutual Purpose
The Entrance
Condition**



**“You know that I respect
your goals.”**

**Mutual Respect
The Steady Condition**



**“You know that I respect
you as a person.”**



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Reference Book for Negotiations



KERRY PATTERSON, JOSEPH GRENNY, RON McMILLAN, AL SWITZLER



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Case Study Practice: Your Situation

- ❑ Discuss with someone next to you a current negotiation situation from your real life (professional or personal). Apply some of the negotiating tips provided in this session.
- ❑ Limit time to 10 minutes.
- ❑ Plenary discussion and Q & A's

